

List of Targeted Disabilities
as defined by the
Equal Employment Opportunity Commission

Codes and Descriptions

Hearing Impairments

- 16 Total deafness in both ears, with understandable speech
- 17 Total deafness in both ears and unable to speak clearly

Vision Impairments

- 23 Inability to read ordinary size print, not correctable by glasses (Can read oversized print or use assistive devices such as glass or projector modifier)
- 25 Blind in both eyes (No usable vision, but may have some light perception)

Missing Extremities

- 28 One arm
- 32 One leg
- 33 Both hands or arms
- 34 Both feet or legs
- 35 One hand or arm and one foot or leg
- 36 One hand or arm and both feet or legs
- 37 Both hands or arms and one foot or leg
- 38 Both hands or arms and both feet or legs

Partial Paralysis

- 64 One arm
- 65 Both legs, any part
- 66 Both arms, any part
- 67 One side of body, including one arm and one leg
- 68 Three or more major parts of the body (arms and legs)

Complete Paralysis

- 71 Both hands
- 72 One arm
- 73 Both arms
- 74 One leg
- 75 Both legs
- 76 Lower half of body, including legs
- 77 One side of body, including one arm and one leg
- 78 Three or more major parts of the body (arms and legs)

Other Impairments

- 82 Convulsive disorder (e.g. epilepsy)
- 90 Mental retardation (A chronic and lifelong condition involving a limited ability to learn, to be educated, and to be trained for useful productive employment as certified by a State Vocational Rehabilitation agency under section 213.3102(t) of Schedule A hiring authority)
- 91 Mental or emotional illness (A history of treatment for mental or emotional problems)
- 92 Severe distortion of limbs and/or spine (e.g., dwarfism, kyphosis = severe distortion of back)